



SALARY ANALYSIS REPORT - AFR

STANDARD DEVIATION GREATER THAN ZERO BY GRADE BY YEARS OF SERVICE

HIGH STANDARD DEVIATION AND VARIANCE

ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
AFR	27515	Fire Sergeant (E)	F.14.4	1/26/2006	7	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						8/15/2013	\$2,816.46	Paramedic Pay - 2 steps	\$40,234.72	\$43,051.17
						7/1/2013	\$398.36	2013 Across the Board Increase	\$39,836.35	\$40,234.72
						6/6/2013	\$1,287.30	Promotion	\$38,549.05	\$39,836.35
						2/16/2012	(\$2,583.17)	End Incentive/Hazardous Duty Pay	\$41,132.23	\$38,549.05
						6/9/2011	\$2,583.19	Paramedic Pay - 2 steps	\$38,549.04	\$41,132.23
						12/23/2010	\$1,156.46	Performance Payment Award	\$37,392.58	\$38,549.04
						12/24/2009	\$1,084.39	Paramedic Pay - 1 step	\$36,308.19	\$37,392.58
AFR	28866	Fire Sergeant (E)	F.14.4	9/21/2006	7	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$423.39	2013 Across the Board Increase	\$42,338.58	\$42,761.97
						1/3/2013	(\$2,837.11)	End Incentive/Hazardous Duty Pay	\$45,175.69	\$42,338.58
						11/22/2012	\$2,603.84	Promotion	\$42,571.85	\$45,175.69
						12/23/2010	\$1,439.62	Performance Payment Award	\$41,132.23	\$42,571.85
						3/4/2010	\$2,583.17	Paramedic Pay - 2 steps	\$38,549.05	\$41,132.23
						1/21/2010	\$1,156.48	Paramedic Pay - 1 step	\$37,392.57	\$38,549.05
AFR	25180	Fire Sergeant (E)	F.14.4	7/15/2004	9	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						8/15/2013	\$855.23	Salary Adjustment	\$42,761.97	\$43,617.20
						7/1/2013	\$423.39	2013 Across the Board Increase	\$42,338.58	\$42,761.97
						10/25/2012	\$1,206.36	Promotion	\$41,132.23	\$42,338.58
						9/1/2011	\$2,583.19	Paramedic Pay - 2 steps	\$38,549.04	\$41,132.23
						12/23/2010	\$1,156.46	Performance Payment Award	\$37,392.58	\$38,549.04



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						7/8/2010	\$1,084.39	Paramedic Pay - 1 step	\$36,308.19	\$37,392.58
AFR	25713	Fire Sergeant (E)	F.14.4	11/4/2004	9					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$423.39	2013 Across the Board Increase	\$42,338.58	\$42,761.97
						12/22/2011	\$1,206.36	Promotion	\$41,132.23	\$42,338.58
						4/9/2011	\$3,739.65	Paramedic Pay-3 steps	\$37,392.57	\$41,132.23
						12/23/2010	\$1,084.38	Performance Payment Award	\$36,308.19	\$37,392.57
AFR	29587	Fire Sergeant (E)	F.14.6	4/19/2007	6					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$500.87	2013 Across the Board Increase	\$50,087.10	\$50,587.97
						6/6/2013	\$2,886.91	Promotion	\$47,200.19	\$50,087.10
						11/5/2012	(\$2,886.91)	End Compensation Pay	\$50,087.10	\$47,200.19
						6/7/2012	\$2,886.92	Compensation	\$47,200.18	\$50,087.10
						12/23/2010	\$1,596.14	Performance Payment Award	\$45,604.04	\$47,200.18
AFR	30034	Fire Sergeant (E)	F.14.6	6/14/2007	6					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$451.76	2013 Across the Board Increase	\$45,175.69	\$45,627.45
						12/22/2011	\$2,603.84	Promotion	\$42,571.85	\$45,175.69
						12/23/2010	\$1,439.62	Performance Payment Award	\$41,132.23	\$42,571.85
AFR	25576	Fire Lieutenant (E)	F.17.1	10/7/2004	9					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$1,580.16	Performance Payment Award	\$43,566.99	\$45,147.14



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ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
AFR	25581	Fire Lieutenant (E)	F.17.1	10/7/2004	9	8/5/2010	\$4,925.72	Promotion	\$38,641.27	\$43,566.99
						2/18/2010	\$2,333.08	Promotion	\$36,308.19	\$38,641.27
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
AFR	25710	Fire Lieutenant (E)	F.17.1	11/4/2004	9	7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$6,505.87	Performance Payment Award	\$38,641.27	\$45,147.14
						4/16/2009	\$2,333.08	Promotion - Provisional	\$36,308.19	\$38,641.27
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
AFR	25710	Fire Lieutenant (E)	F.17.1	11/4/2004	9	7/1/2013	\$467.85	2013 Across the Board Increase	\$46,784.61	\$47,252.45
						4/11/2013	\$4,446.03	Promotion	\$42,338.58	\$46,784.61
						12/23/2010	\$1,270.16	Performance Payment Award	\$41,068.42	\$42,338.58
						12/24/2009	\$0.01	Fire from 40 hr to 53 hr	\$41,068.41	\$41,068.42
						7/9/2009	\$1,327.13	Promotion	\$39,741.28	\$41,068.41
AFR	23077	Fire Lieutenant (E)	F.17.1	2/27/2003	10				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
AFR	23077	Fire Lieutenant (E)	F.17.1	2/27/2003	10	7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$1,580.16	Performance Payment Award	\$43,566.99	\$45,147.14
						8/5/2010	\$4,925.91	Promotion	\$38,641.08	\$43,566.99
AFR	24117	Fire Lieutenant (E)	F.17.1	10/9/2003	10				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
AFR	24117	Fire Lieutenant (E)	F.17.1	10/9/2003	10	7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						5/11/2013	(\$8,986.63)	End Compensation Pay	\$52,553.61	\$43,566.99



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HIGH STANDARD DEVIATION AND VARIANCE

ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
						4/19/2013	\$8,986.63	Compensation	\$43,566.99	\$52,553.61
						9/1/2011	\$4,925.72	Promotion	\$38,641.27	\$43,566.99
						3/17/2011	\$1,248.70	Promotion	\$37,392.57	\$38,641.27
						12/23/2010	\$1,084.38	Performance Payment Award	\$36,308.19	\$37,392.57
AFR	22227	Fire Lieutenant (E)	F.17.1	1/17/2002	11				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION		
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,567.01	\$44,002.68
						8/4/2011	\$3,730.66	Promotion	\$39,836.35	\$43,567.01
						12/23/2010	\$1,195.08	Performance Payment Award	\$38,641.27	\$39,836.35
AFR	22386	Fire Lieutenant (E)	F.17.1	5/23/2002	11				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION		
						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						2/17/2011	(\$0.01)	Fire from 40 hr to 53 hr	\$45,147.15	\$45,147.14
						12/23/2010	\$6,505.88	Promotion	\$38,641.27	\$45,147.15
						11/27/2008	\$2,333.09	Promotion - Provisional	\$36,308.18	\$38,641.27
AFR	19444	Fire Lieutenant (E)	F.17.1	2/1/2001	12				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION		
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						8/4/2011	\$2,498.58	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.05	Performance Payment Award	\$39,836.36	\$41,068.41
AFR	19452	Fire Lieutenant (E)	F.17.1	2/1/2001	12				PRIOR SALARY	CURRENT SALARY
						EFFECTIVE DATE	AMOUNT	PAY ACTION		
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66



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ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
AFR	19456	Fire Lieutenant (E)	F.17.1	2/1/2001	12	3/14/2013	\$3,825.72	Promotion	\$39,741.27	\$43,566.99
						12/23/2010	\$1,192.23	Performance Payment Award	\$38,549.04	\$39,741.27
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						3/14/2013	\$2,498.57	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.05	Performance Payment Award	\$39,836.36	\$41,068.41
AFR	19472	Fire Lieutenant (E)	F.17.1	2/1/2001	12				PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						9/1/2011	\$3,825.71	Promotion	\$39,741.28	\$43,566.99
						12/23/2010	\$1,192.23	Performance Payment Award	\$38,549.05	\$39,741.28
						8/5/2010	(\$5,017.93)	Involuntary Demotion	\$43,566.99	\$38,549.05
						2/18/2010	\$5,017.93	Promotion	\$38,549.05	\$43,566.99
						9/4/2008	(\$12,528.42)	Fire from 40 hr to 53 hr	\$51,077.47	\$38,549.05
						8/21/2008	\$12,528.43	Fire from 53 hr to 40 hr	\$38,549.04	\$51,077.47
AFR	19861	Fire Lieutenant (E)	F.17.1	5/24/2001	12				PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						3/14/2013	\$2,498.57	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.06	Performance Payment Award	\$39,836.35	\$41,068.41
						11/27/2008	\$1,287.31	Promotion - Provisional	\$38,549.04	\$39,836.35
AFR	19876	Fire Lieutenant (E)	F.17.1	5/24/2001	12				PRIOR SALARY	CURRENT SALARY



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						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$1,580.16	Performance Payment Award	\$43,566.99	\$45,147.14
						8/5/2010	\$3,730.63	Promotion	\$39,836.35	\$43,566.99
						9/4/2008	\$1,287.30	Return to Former Class/Reinsta	\$38,549.05	\$39,836.35
						7/24/2008	(\$1,287.31)	Return to Former Class/Reinsta	\$39,836.36	\$38,549.05
AFR	21538	Fire Lieutenant (E)	F.17.1	9/13/2001	12					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						8/15/2013	\$880.04	Salary Adjustment	\$44,002.66	\$44,882.70
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						3/14/2013	\$2,498.57	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.05	Performance Payment Award	\$39,836.36	\$41,068.41
AFR	21618	Fire Lieutenant (E)	F.17.1	9/27/2001	12					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$4,014.91	Promotion	\$41,132.23	\$45,147.14
AFR	21625	Fire Lieutenant (E)	F.17.1	9/27/2001	12					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$4,078.71	Promotion	\$41,068.42	\$45,147.14
						1/22/2009	\$1,232.07	Educational Incentive 1 Step	\$39,836.35	\$41,068.42
AFR	21947	Fire Lieutenant (E)	F.17.1	12/20/2001	12					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$451.47	2013 Across the Board Increase	\$45,147.14	\$45,598.61
						12/23/2010	\$5,310.78	Promotion	\$39,836.35	\$45,147.14



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ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
AFR	21953	Fire Lieutenant (E)	F.17.1	12/20/2001	12	8/5/2010	(\$3,730.63)	Return to Former Class/Reinsta	\$43,566.99	\$39,836.35
						2/18/2010	\$3,730.63	Promotion	\$39,836.36	\$43,566.99
AFR	21953	Fire Lieutenant (E)	F.17.1	12/20/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						6/6/2013	\$2,498.57	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.08	Performance Payment Award	\$39,836.33	\$41,068.41
AFR	21956	Fire Lieutenant (E)	F.17.1	12/20/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$435.67	2013 Across the Board Increase	\$43,566.99	\$44,002.66
						3/14/2013	(\$8,986.63)	End Compensation Pay	\$52,553.61	\$43,566.99
						2/14/2013	\$8,986.63	Compensation	\$43,566.99	\$52,553.61
						12/29/2012	(\$10,892.73)	End Compensation Pay	\$54,459.72	\$43,566.99
						11/1/2012	\$10,892.73	Compensation	\$43,566.99	\$54,459.72
						8/4/2011	(\$0.01)	Fire from 40 hr to 53 hr	\$43,566.99	\$43,566.99
						7/7/2011	\$0.01	Fire from 53 hr to 40 hr	\$43,566.99	\$43,566.99
						5/12/2011	\$2,498.57	Promotion	\$41,068.41	\$43,566.99
						12/23/2010	\$1,232.06	Performance Payment Award	\$39,836.35	\$41,068.41
						10/16/2008	(\$15,696.11)	Correction - Salary	\$55,532.46	\$39,836.35
						7/24/2008	\$16,891.19	Return to Former Class/Reinsta	\$38,641.27	\$55,532.46
AFR	23075	Fire Lieutenant (E)	F.17.3	2/27/2003	10	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						8/15/2013	\$945.07	Salary Adjustment	\$47,252.46	\$48,197.53
						7/1/2013	\$467.85	2013 Across the Board Increase	\$46,784.62	\$47,252.46



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						9/1/2011	\$1,608.93	Promotion	\$45,175.69	\$46,784.62
						3/17/2011	\$1,113.82	Promotion	\$44,061.87	\$45,175.69
						12/23/2010	\$1,490.02	Performance Payment Award	\$42,571.85	\$44,061.87
AFR	24298	Fire Lieutenant (E)	F.17.3	12/18/2003	10					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$467.85	2013 Across the Board Increase	\$46,784.62	\$47,252.46
						10/25/2012	\$0.01	Fire from 40 hr to 53 hr	\$46,784.61	\$46,784.62
						12/23/2010	\$1,637.48	Performance Payment Award	\$45,147.13	\$46,784.61
						8/5/2010	\$5,310.77	Promotion	\$39,836.35	\$45,147.13
						10/2/2008	\$1,195.08	Educational Incentive 1 Step	\$38,641.27	\$39,836.35
AFR	24302	Fire Lieutenant (E)	F.17.3	12/18/2003	10					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$467.85	2013 Across the Board Increase	\$46,784.62	\$47,252.46
						8/4/2011	\$5,652.39	Promotion	\$41,132.23	\$46,784.62
						12/23/2010	\$1,390.95	Performance Payment Award	\$39,741.28	\$41,132.23
AFR	19439	Fire Lieutenant (E)	F.17.5	2/1/2001	12					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						8/15/2013	\$3,307.67	Paramedic Pay - 2 steps	\$47,252.45	\$50,560.12
						7/1/2013	\$467.85	2013 Across the Board Increase	\$46,784.60	\$47,252.45
						12/23/2010	\$1,637.46	Performance Payment Award	\$45,147.14	\$46,784.60
						9/2/2010	\$0.01	Fire from 40 hr to 53 hr	\$45,147.13	\$45,147.14
						8/5/2010	\$4,078.70	Promotion	\$41,068.42	\$45,147.13
						10/15/2008	\$1,232.06	Paramedic Pay - 1 step	\$39,836.36	\$41,068.42



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AFR	19454	Fire Lieutenant (E)	F.17.5	2/1/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$502.40	2013 Across the Board Increase	\$50,239.84	\$50,742.24
						9/1/2011	\$3,455.22	Paramedic Pay-3 steps	\$46,784.62	\$50,239.84
						12/23/2010	\$1,637.48	Performance Payment Award	\$45,147.14	\$46,784.62
						2/18/2010	\$1,499.13	Promotion	\$43,648.01	\$45,147.14
AFR	19859	Fire Lieutenant (E)	F.17.5	5/24/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$502.40	2013 Across the Board Increase	\$50,239.84	\$50,742.24
						6/7/2012	\$3,483.00	Promotion	\$46,756.84	\$50,239.84
						12/23/2010	\$1,581.15	Performance Payment Award	\$45,175.69	\$46,756.84
AFR	21409	Fire Lieutenant (E)	F.17.5	8/16/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$502.40	2013 Across the Board Increase	\$50,239.84	\$50,742.24
						12/23/2010	\$1,758.38	Performance Payment Award	\$48,481.46	\$50,239.84
						8/5/2010	\$5,909.61	Promotion	\$42,571.85	\$48,481.46
AFR	21535	Fire Lieutenant (E)	F.17.5	9/13/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$502.40	2013 Across the Board Increase	\$50,239.84	\$50,742.24
						12/23/2010	\$1,758.39	Performance Payment Award	\$48,481.45	\$50,239.84
						8/5/2010	\$88.12	Promotion	\$48,393.33	\$48,481.45
AFR	21951	Fire Lieutenant (E)	F.17.5	12/20/2001	12	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$502.40	2013 Across the Board Increase	\$50,239.84	\$50,742.24



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						6/7/2012	\$3,039.66	Promotion	\$47,200.18	\$50,239.84
						12/23/2010	\$1,596.14	Performance Payment Award	\$45,604.04	\$47,200.18
AFR	25585	Fire Lieutenant (E)	F.17.9	10/7/2004	9					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$576.51	2013 Across the Board Increase	\$57,651.39	\$58,227.90
						6/7/2012	\$2,118.93	Promotion	\$55,532.46	\$57,651.39
						12/23/2010	\$1,877.91	Performance Payment Award	\$53,654.55	\$55,532.46
						4/16/2009	\$3,092.54	Promotion - Provisional	\$50,562.01	\$53,654.55
AFR	25586	Fire Lieutenant (E)	F.17.9	10/7/2004	9					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/4/2013	\$1,962.25	Promotion	\$56,087.79	\$58,050.03
						7/1/2013	\$555.32	2013 Across the Board Increase	\$55,532.46	\$56,087.79
						2/16/2012	\$0.00	Fire from 53 hr to 40 hr	\$55,532.46	\$55,532.46
						12/23/2010	\$1,877.91	Performance Payment Award	\$53,654.55	\$55,532.46
						10/28/2010	\$3,092.54	Promotion	\$50,562.02	\$53,654.55
						9/16/2010	\$3,361.85	Paramedic Pay - 2 steps	\$47,200.17	\$50,562.02
						6/22/2009	\$1,596.13	Paramedic Pay - 1 step	\$45,604.04	\$47,200.17
AFR	679	Fire Captain (E)	F.21.2	4/18/1996	17					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$564.35	2013 Across the Board Increase	\$56,434.94	\$56,999.29
						12/23/2010	\$1,975.22	Performance Payment Award	\$54,459.72	\$56,434.94
						9/3/2009	\$2,461.47	Promotion	\$51,998.25	\$54,459.72
						12/26/2008	(\$1,039.98)	Correction - Salary	\$53,038.23	\$51,998.25



SALARY ANALYSIS REPORT - AFR

STANDARD DEVIATION GREATER THAN ZERO BY GRADE BY YEARS OF SERVICE

HIGH STANDARD DEVIATION AND VARIANCE

ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
AFR	2390	Fire Captain (E)	F.21.2	4/18/1996	17	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$564.35	2013 Across the Board Increase	\$56,434.94	\$56,999.29
						12/23/2010	\$1,975.22	Performance Payment Award	\$54,459.72	\$56,434.94
						1/22/2009	\$2,461.49	Promotion - Provisional	\$51,998.23	\$54,459.72
AFR	2944	Fire Captain (E)	F.21.2	4/18/1996	17	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$564.35	2013 Across the Board Increase	\$56,434.94	\$56,999.29
						12/23/2010	\$1,975.22	Performance Payment Award	\$54,459.72	\$56,434.94
AFR	3508	Fire Captain (E)	F.21.2	4/18/1996	17	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$544.60	2013 Across the Board Increase	\$54,459.72	\$55,004.32
						3/14/2013	\$2,461.49	Promotion	\$51,998.23	\$54,459.72
						12/23/2010	\$1,758.39	Performance Payment Award	\$50,239.84	\$51,998.23
AFR	4942	Fire Captain (E)	F.21.2	4/18/1996	17	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$544.60	2013 Across the Board Increase	\$54,459.72	\$55,004.31
						12/23/2010	\$5,978.26	Promotion	\$48,481.46	\$54,459.72
						11/26/2009	\$0.01	Fire from 40 hr to 53 hr	\$48,481.45	\$48,481.46
						12/25/2008	\$1,696.84	Promotion	\$46,784.62	\$48,481.45
						7/24/2008	\$0.01	Demotion	\$46,784.61	\$46,784.62
AFR	7315	Fire Captain (E)	F.21.2	4/18/1996	17	EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$544.60	2013 Across the Board Increase	\$54,459.72	\$55,004.31



SALARY ANALYSIS REPORT - AFR

STANDARD DEVIATION GREATER THAN ZERO BY GRADE BY YEARS OF SERVICE

HIGH STANDARD DEVIATION AND VARIANCE

ORG	EMP ID	POSITION TITLE	GRADE	HIRE DATE	YEARS	PAY ACTIONS				
						3/17/2011	\$2,461.49	Promotion	\$51,998.23	\$54,459.72
						12/23/2010	\$1,758.39	Performance Payment Award	\$50,239.84	\$51,998.23
						1/22/2009	\$0.00	Fire from 53 hr to 40 hr	\$50,239.84	\$50,239.84
						12/25/2008	\$1,846.52	Promotion	\$48,393.32	\$50,239.84
						6/12/2008	(\$1,846.52)		\$50,239.84	\$48,393.32
AFR	18031	Fire Captain (E)	F.21.2	4/18/1996	17					
						EFFECTIVE DATE	AMOUNT	PAY ACTION	PRIOR SALARY	CURRENT SALARY
						7/1/2013	\$544.60	2013 Across the Board Increase	\$54,459.72	\$55,004.31
						8/4/2011	\$1,906.08	Educational Incentive 1 Step	\$52,553.64	\$54,459.72
						5/12/2011	\$4,072.19	Promotion	\$48,481.45	\$52,553.64
						12/23/2010	\$1,696.83	Performance Payment Award	\$46,784.62	\$48,481.45
						12/25/2008	\$3,136.60	Promotion - Provisional	\$43,648.01	\$46,784.62
						6/12/2008	(\$3,136.58)	Demotion	\$46,784.59	\$43,648.01
						2/21/2008	(\$0.01)	Automatic Salary Proposal	\$46,784.60	\$46,784.59